

Memorandum of Agreement

between the

JERSEY CITY BOARD OF EDUCATION

and the

JERSEY CITY EDUCATION ASSOCIATION

Agreed to by the parties on March 18, 2018

This Memorandum of Agreement ("MOA or Agreement") incorporates the full, final, and complete Agreement between the Jersey City Board of Education (the "Board"), and the Jersey City Education Association (the "JCEA") (collectively, the "Parties") through their respective representatives, and incorporates the terms set forth below which shall commence on September 1, 2017 and shall conclude on June 30, 2019. The parties acknowledge that this Agreement shall modify certain Articles and provisions of the parties' prior Collective Bargaining Agreement ("CBA"), which expired on August 31, 2017.

The Parties agree that they shall submit the within Agreement for a ratification vote. As such, this Agreement is subject to and conditioned upon ratification by the membership of the Board and the JCEA. All exhibits attached hereto shall be incorporated by reference.

The negotiating committees of the Board and JCEA understand and agree that there shall be no changes in the existing terms and conditions of employment between the parties unless specified below:

A large, stylized handwritten signature in black ink, located in the bottom left corner of the page.A small, circular handwritten signature or stamp in black ink, located in the bottom right corner of the page.

Year 1 (2017-2018):

Settlement retroactive to September 1, 2017 – 3.5% teacher salaries as agreed to by parties and attached as Appendix A

Psychologist, Attendance Counselors and Teacher Assistant guides to be mutually developed in a similar manner as the teacher guide

Insurance deduction – Deduction percentages for employees shall be frozen at the August 31, 2017 rates through June 30, 2018 at a cost not to exceed \$818,865.17 for the teacher only roster as agreed to on April of 2017

The following provisions of the medical package shall be modified beginning April 1, 2018

All copays for 30 and 90 day prescriptions shall be increased by \$5

All opt out waivers shall be discontinued

Year 2 (2018-2019):

Settlement – 2.75% teacher salaries as agreed to by parties and attached as Appendix B

Psychologist, Attendance Counselors and Teacher Assistant guides to be mutually developed in a similar manner as the teacher guide

Chapter 78 statutory deduction shall resume on July 1, 2018

Starting July 1, 2018 or as soon thereafter as permitted by the SEHBP regulations the insurance package shall be modified as follows:

NJ Direct 15 shall become the base plan for all employees

Individuals may buy up to NJ Direct 10 by paying the full difference of premium between NJ Direct 10 and NJ Direct 15 plans at their expense

Individuals buying up to NJ Direct 10 must notify the Board of their intention to do so in accordance with the plan terms

Individuals buying up shall not be charged any additional Chapter 78 premium deductions on the amount of premium that exceeds the cost of the base plan

Individuals who are enrolled in the medical plan shall receive a stipend equal to the following at a cost not to exceed \$4,000,000 for the teacher only roster as agreed to on April of 2017:

Family	2.25% of Pensionable Salary
Parent/Child	2.00% of Pensionable Salary
Two Adults	2.00% of Pensionable Salary
Single	1.75% of Pensionable Salary

Stipends shall be paid twice. The period covering July 1<sup>st</sup> through December 31<sup>st</sup> shall be paid on or about December 16<sup>th</sup>. The period covering January 1<sup>st</sup> through June 30<sup>th</sup> shall be paid on or about June 16<sup>th</sup>. Employees enrolled in medical for only a portion of the time period listed shall have their stipends prorated accordingly

Individuals not enrolled in the medical plan shall not be eligible for the stipends listed above

Stipends listed above shall be discontinued on June 30, 2019

All reviews regarding the cost outs of medical changes shall be completed by March 29, 2018

All previous agreements are attached as Appendix C as listed below:

1. The following Articles are approved subject to the production of signed tentative agreements:
  - a. Article 15, paragraph 15-2 Promotions
  - b. Article 15, paragraph 15-4 Promotions
  - c. Article 15, paragraph 15.5 Promotions
  - d. Article 19, paragraph 1.1(a) Teaching Conditions
  - e. Article 19, new paragraph 2.3 Teaching Conditions
  - f. Article 21, paragraph 21-2 Number of Days and Hours of Employment
  - g. Article 24, paragraph 24-8 Athletic Trainers
  - h. Article 27, paragraph 27-2 Extra Compensation Positions
  - i. Article 29, paragraph 29-1 Sick Leave
  - j. Article 29, paragraph 29-9 Sick Leave
  - k. Article 30, paragraph 30-1 Accumulated Sick Leave Incentive Plan



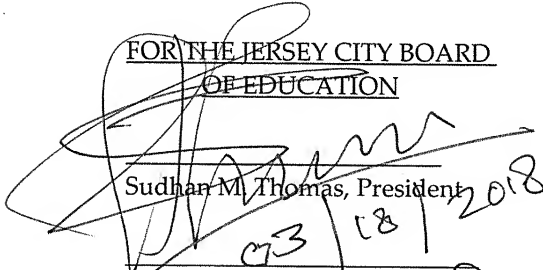
- l. Article 35, paragraphs 35-1 through 35-3.1 Leave of Absence for Military Service
- m. Article 42, new paragraph 42-8 Miscellaneous
- n. Schedule G – Prior Service

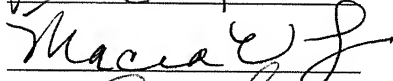
2. All other proposals are hereby withdrawn

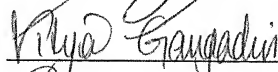
3. There shall be no reprisals of any kind taken by the school district, its servants, agents or employees against any teacher or member of the JCEA by reason of membership in the JCEA or participation of its activities or by reason of his/her employment and/or his/her school connected activities

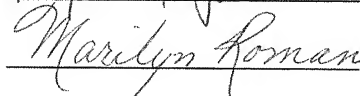
The undersigned acknowledge that they have the authority to sign this Memorandum of Agreement

FOR THE JERSEY CITY BOARD  
OF EDUCATION

  
Sudhan M. Thomas, President

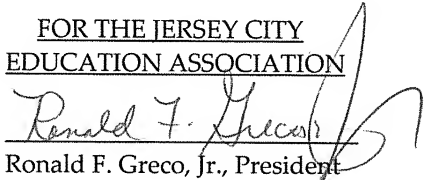
  
Macra

  
Mya Gangadin

  
Marilyn Roman

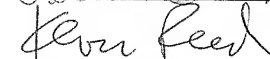
Date


FOR THE JERSEY CITY  
EDUCATION ASSOCIATION

  
Ronald F. Greco, Jr., President

  
Catherine P. Kelleher

  
Eileen DiPuma

  
Kevin Reed

  
Joel Carhuay

  
Lina M. Thoy

Date

**BASE YEAR**  
2016-17 Jersey City

**Salary Guide**

Y.O.E.	Step	BA	MA	MA+32	PHD
1	A	53,584	56,884	60,184	63,484
2-3	B	54,084	57,384	60,684	63,984
4-5	C	54,584	57,884	61,184	64,484
6	D	54,787	58,087	61,387	64,687
7-9	E	55,091	58,391	61,691	64,991
10	F	55,396	58,696	61,996	65,296
11	G	55,700	59,000	62,300	65,600
12	H	58,858	62,158	65,458	68,758
13	I	69,160	72,460	75,760	79,060
14	I+	74,660	77,960	81,260	84,560
15	J	80,160	83,460	86,760	90,060
16	K	87,760	91,060	94,360	97,660
	K+	93,520	96,820	100,120	103,420
17	L	99,280	102,580	105,880	109,180
18	M	102,280	105,580	108,880	112,180

**Scattergram**  
**Step**

	BA	MA	MA+32	PHD	Total	Percent
A	107.00	40.00	3.00	1.00	151.00	5.14%
B	166.00	83.00	6.00	-	255.00	8.67%
C	93.00	71.00	16.00	-	180.00	6.12%
D	39.00	27.00	5.00	1.00	72.00	2.45%
E	100.00	78.00	27.00	2.00	207.00	7.04%
F	55.00	44.00	11.00	3.00	113.00	3.84%
G	74.00	54.00	24.00	1.00	153.00	5.20%
H	47.00	47.00	13.00	2.00	109.00	3.71%
I	95.00	71.00	42.00	1.00	209.00	7.11%
I+	55.00	55.00	32.00	2.00	144.00	4.90%
J	2.00	1.00	-	-	3.00	0.10%
K	62.00	79.00	42.00	2.00	185.00	6.29%
K+	-	-	-	-	-	-
L	97.00	99.00	56.00	-	252.00	8.57%
M	410.00	292.00	197.00	8.00	907.00	30.85%
<b>Totals</b>	1,402.00	1,041.00	474.00	23.00	2,940.00	100.00%
<b>Percent</b>	47.69%	35.41%	16.12%	0.78%		

**BASE YEAR**  
**2016-17 Jersey City**

Guide Cost Step	BA	MA	MA+32	PHD
A	5,733,488	2,275,360	180,552	63,484
B	8,977,944	4,762,872	364,104	-
C	5,076,312	4,109,764	978,944	-
D	2,136,693	1,568,349	306,935	64,687
E	5,509,100	4,554,498	1,665,657	129,982
F	3,046,780	2,582,624	681,956	195,888
G	4,121,800	3,186,000	1,495,200	65,600
H	2,766,326	2,921,426	850,954	137,516
I	6,570,200	5,144,660	3,181,920	79,060
I+	4,106,300	4,287,800	2,600,320	169,120
J	160,320	83,460	-	-
K	5,441,120	7,193,740	3,963,120	195,320
K+	-	-	-	-
L	9,630,160	10,155,420	5,929,280	-
M	41,934,800	30,829,360	21,449,360	897,440
			<b>Total</b>	234,513,075
			<b>Average</b>	79,766
			<b>1%</b>	2,345,131

NJEA Research:PV

Teacher

[File]

**YEAR 1**  
**2017-18 Jersey City**

Y.O.E.	Salary Guide Step	BA	3,300 MA	6,600 MA+32	9,900 PHD	
1	A	54,040	57,340	60,640	63,940	
2	B	54,540	57,840	61,140	64,440	
3-4	C	55,040	58,340	61,640	64,940	
5-6	D	55,335	58,635	61,935	65,235	3.31304%
7	E	55,635	58,935	62,235	65,535	2.43727%
8-10	F	56,840	60,140	63,440	66,740	
11	G	57,145	60,445	63,745	67,045	
12	H	59,145	62,445	65,745	69,045	
13	I	67,345	70,645	73,945	77,245	
14	J	74,845	78,145	81,445	84,745	
15	J+	80,345	83,645	86,945	90,245	
16	K	88,005	91,305	94,605	97,905	
17	L	97,530	100,830	104,130	107,430	
18	M	102,780	106,080	109,380	112,680	

Scattergram Step	BA	MA	MA+32	PHD	Total	Percent
A	-	-	-	-	-	-
B	107.00	40.00	3.00	1.00	151.00	5.14%
C	166.00	83.00	6.00	-	255.00	8.67%
D	93.00	71.00	16.00	-	180.00	6.12%
E	39.00	27.00	5.00	1.00	72.00	2.45%
F	100.00	78.00	27.00	2.00	207.00	7.04%
G	55.00	44.00	11.00	3.00	113.00	3.84%
H	74.00	54.00	24.00	1.00	153.00	5.20%
I	47.00	47.00	13.00	2.00	109.00	3.71%
J	95.00	71.00	42.00	1.00	209.00	7.11%
J+	55.00	55.00	32.00	2.00	144.00	4.90%
K	2.00	1.00	-	-	3.00	0.10%
L	62.00	79.00	42.00	2.00	185.00	6.29%
M	507.00	391.00	253.00	8.00	1,159.00	39.42%
Totals	1,402.00	1,041.00	474.00	23.00	2,940.00	100.00%
Percent	47.69%	35.41%	16.12%	0.78%		

**YEAR 1**  
**2017-18 Jersey City**

Guide Cost Step	BA	MA	MA+32	PHD
A	-	-	-	-
B	5,835,780	2,313,600	183,420	64,440
C	9,136,640	4,842,220	369,840	-
D	5,146,155	4,163,085	990,960	-
E	2,169,765	1,591,245	311,175	65,535
F	5,684,000	4,690,920	1,712,880	133,480
G	3,142,975	2,659,580	701,195	201,135
H	4,376,730	3,372,030	1,577,880	69,045
I	3,165,215	3,320,315	961,285	154,490
J	7,110,275	5,548,295	3,420,690	84,745
J+	4,418,975	4,600,475	2,782,240	180,490
K	176,010	91,305	-	-
L	6,046,860	7,965,570	4,373,460	214,860
M	52,109,460	41,477,280	27,673,140	901,440
			<b>Total</b>	242,282,585
			<b>2016-17</b>	234,513,075
			<b>Difference</b>	7,769,510
			<b>% Increase</b>	3.31%



**YEAR 2**  
**2018-19 Jersey City**

Y.O.E.	Salary Guide Step	BA	3,300 MA	6,600 MA+32	9,900 PHD	
1	A	54,740	58,040	61,340	64,640	
2	B	55,040	58,340	61,640	64,940	
3	C	55,340	58,640	61,940	65,240	
4-5	D	55,840	59,140	62,440	65,740	2.72062%
6-7	E	56,135	59,435	62,735	66,035	2.39534%
8	F	56,840	60,140	63,440	66,740	
9-11	G	58,015	61,315	64,615	67,915	
12	H	59,230	62,530	65,830	69,130	
13	I	65,530	68,830	72,130	75,430	
14	J	73,030	76,330	79,630	82,930	
15	K	80,530	83,830	87,130	90,430	
16	K+	88,030	91,330	94,630	97,930	
17	L	95,530	98,830	102,130	105,430	
18	M	103,280	106,580	109,880	113,180	

Scattergram Step	BA	MA	MA+32	PHD	Total	Percent
A	-	-	-	-	-	-
B	-	-	-	-	-	-
C	107.00	40.00	3.00	1.00	151.00	5.14%
D	166.00	83.00	6.00	-	255.00	8.67%
E	93.00	71.00	16.00	-	180.00	6.12%
F	39.00	27.00	5.00	1.00	72.00	2.45%
G	100.00	78.00	27.00	2.00	207.00	7.04%
H	55.00	44.00	11.00	3.00	113.00	3.84%
I	74.00	54.00	24.00	1.00	153.00	5.20%
J	47.00	47.00	13.00	2.00	109.00	3.71%
K	95.00	71.00	42.00	1.00	209.00	7.11%
K+	55.00	55.00	32.00	2.00	144.00	4.90%
L	2.00	1.00	-	-	3.00	0.10%
M	569.00	470.00	295.00	10.00	1,344.00	45.71%
Totals	1,402.00	1,041.00	474.00	23.00	2,940.00	100.00%
Percent	47.69%	35.41%	16.12%	0.78%		

**YEAR 2**  
**2018-19 Jersey City**

Guide Cost Step	BA	MA	MA+32	PHD
A	-	-	-	-
B	-	-	-	-
C	5,921,380	2,345,600	185,820	65,240
D	9,269,440	4,908,620	374,640	-
E	5,220,555	4,219,885	1,003,760	-
F	2,216,760	1,623,780	317,200	66,740
G	5,801,500	4,782,570	1,744,605	135,830
H	3,257,650	2,751,320	724,130	207,390
I	4,849,220	3,716,820	1,731,120	75,430
J	3,432,410	3,587,510	1,035,190	165,860
K	7,650,350	5,951,930	3,659,460	90,430
K+	4,841,650	5,023,150	3,028,160	195,860
L	191,060	98,830	-	-
M	58,766,320	50,092,600	32,414,600	1,131,800
			<b>Total</b>	248,874,175
			<b>2017-18</b>	242,282,585
			<b>Difference</b>	6,591,590
			<b>% Increase</b>	2.72%

Board Proposal

12. Article 15, Paragraph 15-2 (p.14)

*Current language*

15-2 – It is agreed that, in administering this policy, vacancies to be filled shall be publicized in all schools within ten (10) school days after an opening occurs. In the event a vacancy shall occur during the summer recess, such vacancy shall be posted on the teachers' summer paychecks.

*Board Proposal*

15-2 - It is agreed that, in administering this policy, vacancies to be filled shall be publicized pursuant to the District's application notification system, *within ten (10) school days after an opening occurs.*

For the Board

For the JCEA

K. C. Bell

Ronald Guco

Date: *6/19/17*

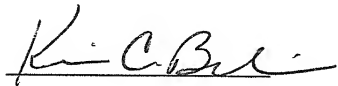
Date: *June 19, 2017*

## JCEA Proposal

### Article 19-1.1

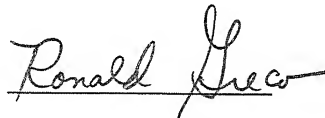
- a) Change the LAST sentence, "Every effort shall be made to rotate teachers' schedules so that the loss of preparation time on these days will be equitable" to "During mandated testing, a schedule shall be created to provide rotating coverage for teachers, so the loss of preparation time is minimal and equitable."

For the Board:



Date: 2/18/17

For the Association:



Date:

For July 18, 2017 meeting

---

## 2. Article 21-2: Number of Days and Hours of Employment (p. 23)

*Current Language:*

**TEACHING HOURS:** It is agreed that teachers shall report and leave their assignments according to the following schedule:

High Schools .....	8:00 A.M. – 3:10 P.M.
A.E.H.S. ....	5:45 P.M. – 10:10 P.M.
Elementary Schools .....	8:00 A.M. – 2:55 P.M.
Special Education .....	8:00 A.M. – 2:55 P.M.
(transported elementary)	
Home Instruction and Hospital Teachers .....	8:00 A.M. – 2:55 P.M.
Visiting Teachers .....	8:00 A.M. – 2:55 P.M.
Attendance Counselors .....	8:00 A.M. – 2:55 P.M.

**Attendance Counselors:** On days following night court appearances, an attendance counselor's hours shall be 2:20 P.M. – 6:15 P.M. In the event that court is in session on Friday morning, the attendance counselor's hours will be 8:35 A.M. – 3:15 P.M.

**Teacher Assistants:** Teacher assistants shall be required to work the same hours as the teachers.

In the elementary and high schools, the first thirty (30) minutes of the school day shall be for the intent and purpose of broadening the educational program in the District in the following manner: the time shall not be used for formal classroom instruction but shall be used for any other professional activities which do not involve pupil contact. It is not the intent of the parties to establish a mandated tutorial program but one in which the students and parents initiate requests for such tutorial assistance. Such requests shall be granted to the fullest extent which the teacher is capable of providing during this period. Any such assistance shall not preclude a teacher from, as now, providing assistance voluntarily at hours and times beyond contractual requirements.

Teacher assistants may be assigned to duties involving pupil contact and/or supervision for the first thirty (30) minutes of the work day. However, under no circumstances may a teacher assistant be assigned to duties involving formal classroom instruction of students.

Concerning the normal school day schedule in the elementary schools, teachers shall move to pick up children at 8:30 A.M. and opening exercises in the elementary schools shall begin at 8:35 A.M. and conclude at 8:45 A.M. The balance of the school day schedule in the elementary schools shall remain unchanged. Teachers monitoring student dismissal in the elementary schools are not required to return to the building to sign out and may be dismissed, unless circumstances require a teacher to bring a child/children back into school. Teachers who do not have student dismissal responsibilities shall be required to sign out. Concerning the normal school day schedule in the high schools, period one(1) shall start at 8:35 A.M. and the balance

the last  
of the school day schedule shall be adjusted accordingly with period ~~four~~ (4) ending at 3:05 P.M.

**Board Proposal:**

*no*  
*1 volunteer* **ADD: High School Teachers and Attendance Counselors:** It is agreed that the start time for teachers will not be before 7:15 a.m. and will not extend past 4:00 p.m. The school day will be seven hours and 10 minutes consecutively for High School Teachers and Attendance Counselors. The building principal will assign teachers who volunteer flexible starting times as needed to better meet the needs of students and to maximize the amount of time spent on instruction. Teachers may indicate their start time preference but the final decision rests with the building principal. Teachers are not guaranteed to get their desired start time.<sup>1</sup> Each teacher shall be notified of the final schedule three days in advance of its implementation.<sup>1</sup> *who volunteer*

**For the Board:**

Kir C. Bee

Date: 7/18/17

**For the Association:**

Ronald Greco

Date: 7/18/17

<sup>1</sup> Revised for July 18, 2017 meeting.

**Board Proposal**

**13. Article 27, Paragraph 27-2 – Extra-Compensation Positions (p.29)**

*Current language*

27-2 – Whenever a vacancy exists in a position classified as an extra-compensation position, notice shall be posted in all schools inviting those qualified to apply in writing. (The notice shall contain experience and training criteria in addition to the duties and requirements of the position.)

*Board Proposal*

27-2 - Whenever a vacancy exists in a position classified as an extra-compensation position, notice shall be posted pursuant to the District's application notification system.

For the Board

For the JCEA

K. C. Bui

Ronald Greco

Date: 6/19/17

Date:

June 19, 2017

6. Article 30-1: Accumulated Sick Leave Incentive Plan (p. 32)

*Current Language:*

A teacher, upon resignation after ten (10) years of regularly appointed service or upon retirement, shall be paid for each unused day, accumulated in his/her personal illness leave bank after July 1, 1956, pursuant to the follow schedule:

Days 1-100 in bank	\$100/day
Days 101-200 in bank	\$150/day
Days 201+ in bank	\$200/day

At the employee's option, this may be paid either in one lump sum or over three years.

In the event of death before retirement, the teacher's estate shall receive the lump sum payment described above.

*Board Proposal:*

Insert "A" to the first paragraph and indent.

Insert after "A teacher" in the first sentence: "hired prior to May 21, 2010.

ADD new paragraph "B." after the sentence ending in "payment described above":

- B. Teachers hired after May 21, 2010 shall be paid for accumulated unused sick leave in an amount not to exceed \$15,000 upon retirement. *Supplemental compensation shall be payable only at the time of retirement from a state-administered or locally-administered retirement system based upon leave credited on the date of retirement.*<sup>1</sup>

For the Board:

Kim C. Bell

Date:

7/18/17

<sup>1</sup> Revised for June 28, 2017 meeting

For the Association:

Ronald Greco

Date:

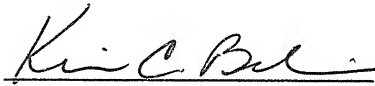
7/18/17



**Articles 35-1 through 35-3.1: Leave of Absence for Military Service (p. 38-39)**

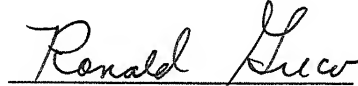
- 35-1 A permanent or full-time temporary officer or employee of the school district who is a member of the organized militia of New Jersey (New Jersey National Guard, New Jersey Naval Militia Joint Command) shall be entitled, in addition to pay received, if any, to a leave of absence without loss of pay or time on all days in which he/she is engaged in any period of State or Federal active duty. The leave of absence for Federal active duty or active duty for training shall not exceed ninety work days in the aggregate in any calendar year. A permanent or full-time temporary officer or employee who has served less than one year in the district shall receive this leave without pay, but without loss of time. This paid leave shall be in addition to the regular vacation or other accrued leave provided to the officer or employee. Any leave of absence for such duty in excess of ninety workdays shall be without pay, but without loss of time.
- 35-2 A permanent or full-time temporary officer or employee of the school district who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve or United States Marine Corps Reserve, or other organization affiliated therewith, including the National Guard of other states, shall be entitled, in addition to pay received, if any, to a leave of absence without loss of pay or time on all work days he/she shall be engaged in any period of active duty, provided such leave of absence shall not exceed thirty work days in any calendar year. A permanent or full-time temporary officer or employee who has served less than one year in the district shall receive this leave without pay, but without loss of time. This paid leave shall be in addition to the regular vacation or other accrued leave provided to the officer or employee. Any leave of absence for such duty in excess of thirty workdays shall be without pay, but without loss of time.
- 35-3 Military leave with pay is not authorized for Inactive Duty Training (IDT) as defined in N.J.A.C. 5A:2-2.1. The district will provide benefits and rights for staff on military leave as required by Federal and State laws.
- 35-4 Pursuant to N.J.S.A. 52:13H-2.1, in accordance with the provisions of Article VIII, Section II, paragraph 5 of the New Jersey Constitution, upon application by the district to the State Treasury and approval of the application by the Director of the Division of Budget and Accounting, reimbursement shall be made by the State of New Jersey for any costs incurred as a result of the provisions of P.L. 2001, Chapter 351.

For the Board:



Date: 7/18/17

For the Association:



Date: 7/18/17

Article 42-8: Miscellaneous (p. 42)

Current Language: None

Board Proposal:

**ADD NEW SECTION:**

42.8 Teachers currently employed by the District must be paid ~~120 days~~ to advance on the salary guides. New hires must be employed by ~~January~~ <sup>February</sup> 1 to advance on the salary guide for the start of the next school year in September. <sup>HALF the number of total teacher working days + one</sup>

For the Board:

K. C. Bell

Date: 6/12/17

For the Association:

Ronald Greco

Date:

Schedule G - Prior Service<sup>5</sup>  
Proposal (p. 52)

*Current Language:*

Credit on the salary guide for prior service will be given to new teachers for years of accredited/certified public school teaching experience, on a year-for-year basis, up to eleven (11) years on the salary guide, with placement on Step 12 (for Schedule A, up to twelve (12) years on the salary guide with placement at Step L.)

Prior to any granting of advanced standing on the salary guide, in excess of above, for new teachers in critical certification areas, the District shall meet with the JCEA to jointly access the critical nature of the certification and the need for such advanced placement prior to appointment.

*JCEA Proposal:*

Change 11 to 2 steps before maximum.

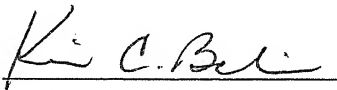
Those teachers who have prior service in Jersey City Public Schools shall receive year for year placement on the salary guide.

*JCBOE Counterproposal:*

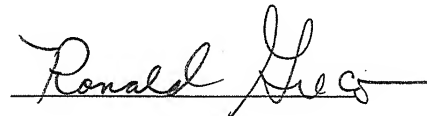
*the appropriate* Credit on the salary guide for prior service may be given to new teachers for years of accredited/certified public school teaching experience up to two (2) steps before the maximum step for ~~each~~ column on the salary guide but not to exceed either the person's current years of experience or the step on the salary guide of a teacher with identical years of teaching experience all of which have been in Jersey City. Those teachers who have prior service in Jersey City Public Schools shall receive year for year placement on the salary guide not to exceed the step placement of a teacher with identical years of teaching experience all of which have been in Jersey City.

Prior to any granting of advanced standing on the salary guide, in excess of above, for new teachers in critical certification areas, the District shall meet with the JCEA to jointly access the critical nature of the certification and the need for such advanced placement prior to appointment.

For the Board:

  
2/18/17

For the Association:

  
2/18/17

<sup>5</sup> Added for July 18 meeting

**Board Proposal**

**15. Article 15, Paragraph 15-4 – Promotions (p.14)**

*Current language*

15-4 – Promotional examinations, if given, **shall** be held within sixty (60) days following said announcement. Any necessary extension of this period shall be made by mutual agreement between the office of the Superintendent of Schools and the Association.

*Board Proposal*

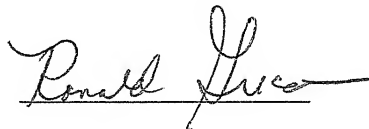
**15-4 - Delete**

For the Board



Date: 6/19/17

For the JCEA



Date: June 19, 2017

JCEA Contract Proposal 2017

9

Current Language

- 29-1 Every teacher and teacher assistant shall be credited with thirteen (13) days of accumulative sick leave annually. Three (3) non-statutory sick leave days may be used as family illness leave.

Board Proposal

Add new second sentence (after the word "annually"): "Ten (10) of these days are statutorily-mandated pursuant to N.I.S.A. 18 A:30-2 and three (3) are additionally non-statutory days."

In the new third sentence, add before the word "Three": "The"

JCEA Proposal

Add all unused family illness days shall be transferred to sick leave bank at the end of the school year.

\* Board Counter to JCEA<sup>Counter</sup> Proposal

All unused sick days shall be transferred to the sick leave bank at the end of the school year.

Kim C. Bali  
JCBOE  
6/5/17

Ronald Guco  
JCEA  
6/5/17

## JCEA Contract Proposal 2017

⑨

### Current Language

- 29-1 Every teacher and teacher assistant shall be credited with thirteen (13) days of accumulative sick leave annually. Three (3) non-statutory sick leave days may be used as family illness leave.

### Board Proposal

Add new second sentence (after the word "annually"): "Ten (10) of these days are statutorily-mandated pursuant to N.I.S.A. 18 A:30-2 and three (3) are additionally non-statutory days."

In the new third sentence, add before the word "Three": "The"

### JCEA Proposal

Add all unused family illness days shall be transferred to sick leave bank at the end of the school year.

\* Board Counter to JCEA<sup>Counter</sup> Proposal

All unused sick days shall be transferred to the sick leave bank at the end of the school year.

Kim C. Bali  
JCBOE  
6/5/17

Ronald Guco  
JCEA  
6/5/17

Proposal

Article 15

Paragraph 15.5 amended to say:

All vacancies and positions shall be filled without regard to race, age, creed, color, religion, nationality, sex, gender identity, sexual orientation and physical handicap or marital status

For the Board

For the Association

Kim C. Belin

Ronald Lico

Date: 6/5/17

## Article 29-9 Sick Leave

- 1) Change "principal, dept head or immediate supervisor" to Human Resources Dept.
- 2) Change <sup>5th</sup>(6) consecutive days to five (5) consecutive school days in the first ~~the~~ sentence.
- 3) Add after the 2nd sentence of the first paragraph: The employee may download the leave form from the District's Website and have it completed by the employee's physician & the employee and sent to the <sup>medical dept</sup> Human Resources Dept. by the fourth (4th) working days after the fifth (5th) consecutive day of absence. Leave forms can also be mailed to the employee upon



request and mailed to the HR Dept.

4) In the second paragraph, change  
"twelve (12) working days" to "nine (9)  
working days." Also change "should"  
to "will."

For the Board

For the Assoc.

K. C. Bell

Ronald Green

Date: 7/26/17

Date: 7/26/17